

FISCAL NOTE

TO: Chief Clerk of the Senate
Chief Clerk of the House

FROM: James A. Davenport, Executive Director

DATE: March 11, 1996

SUBJECT: **SB 2788**

This bill, if enacted, will grant paternity leave of ten (10) days to fathers of newborn infants. Male employees may use sick leave for all or a portion of the ten working days, not to exceed the employee's leave balance within the first three months of the infant's life. Further, male employees shall give two months notice to his employer prior to anticipated departure of paternity leave and provide the length of leave expected to be taken. If the employee cannot give this amount of notice due to a medical emergency, he will not forfeit his rights and benefits. Sick leave may be used for paternity leave for a period not to exceed the employee's accumulated sick leave balance or ten working days, whichever is less.

The fiscal impact from enactment of this bill is estimated to result in an increase in state expenditures to the extent temporary help is needed in certain instances; however, such increase cannot be determined but is estimated to be not significant.

This is to duly certify that the information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, reading "James A. Davenport". The signature is written in a cursive style with a large, stylized initial "J".

James A. Davenport, Executive Director